

# THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

## ANNUAL WORK PLAN FOR 1988

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#### MISSION, GOALS AND OBJECTIVES

#### STANDING COMMITTEES

ANNUAL WORK PLAN FOR 1988

I. INTRODUCTION

During Fiscal Year 1987, great change occurred at the President's Committee on Employment of the Handicapped. Our new Executive Committee guided us through a major reorganization which revitalized and strengthened our purpose, structure and programs. During this period established eight standing committees and a drastically altered staff operation.

Organizational change is always challenging. As we proceeded with our reorganization, practically every member of the President's Committee every staff member was invited to accept either a new or different assignment. Always, these changes were designed to achieve a greater good. We're proud to say that in every case both our members and staff accepted change with an unselfish spirit. It was this spirit and overall concern for the betterment of the President's Committee that carried us successfully through the process.

This year's "Fiscal Year's Work Plan" is our first under the reorganization. It is dedicated to the spirit of change, to the spirit of progress, and most gratefully, to the spirit of both our members and staff whose cooperation carried us through what may become to be known as our most important year.

II. PLAN DEVELOPMENT

Since this is our first "Fiscal Year's Work Plan" after our reorganization, it's worthwhile to document the new process and timeliness we expect to follow in the development of these "Work Plans".

To begin the process, our Executive Committee meets and determines the general areas of concern that our agency should strive to address. The names of our Executive Committee members appear in Appendix "A". In addition, we invite the National Council on the Handicapped to share with us any preliminary ideas or general guidance for our future programs. This information is then communicated to our eight standing committees and other organizational units for reference and response as they further define projects for their respective work plans. The draft project ideas emanating from the standing committees and other activities of the President's Committee on Employment of the Handicapped are then combined into the first draft of our "Fiscal Year's Work Plan".

employment of the Handicapped "to be guided by the general policies of the National Council on the Handicapped". We have determined that perhaps the best way to implement this legislative mandate is to involve the members of the National Council on the Handicapped in the development of our "Work Plans".

Based on the feedback received from the National Council on the Handicapped, a second draft "Work Plan" is developed. This document is reviewed and approved for publishing by our Executive Committee.

There are the general timelines for the development of our "Work Plans".

- May            --     During the time of our Annual Meeting the Executive Committee begins the process by setting general guidance on future programs. Also the National Council on the Handicapped is solicited for their initial ideas.
  
- May-August   --     The information generated by the Executive Committee and the National Council is reviewed by the President's Committee's standing committees and other organizational units as each develops its draft "Work Plan."
  
- September   --     The combined "Work Plan" is shared with the National Council on the Handicapped for their feedback.
  
- November     --     President's Committee receives comments from the National Council on the Handicapped.
  
- January       --     Formal presentations of next fiscal year's "Work Plan" are made to both the National Council on the Handicapped and the Executive Committee of the President's Committee for final review.

### III. THE PLAN

This section briefly describes the major activities of the President's Committee on Employment of the Handicapped for fiscal year 1988 beginning October 1, 1987 through September 30, 1988. These projects were developed under the leadership of both our Executive Committee and the individual and organizational members of the President's Committee on Employment of the Handicapped. Of course, as the year unfolds, additional activities may be initiated.

In the implementation of our projects we strive to work with other organizations interested in the employment of people with disabilities. All the projects contained in this "Annual Work Plan" are designed to either complement or support the efforts of such groups as vocational rehabilitation, rehabilitation facilities, education and training, including supported employment, projects with industries, "Job Training Partnership Act" programs and more.

Also, as a result of our recent reorganization and membership development activities, a number of related "fact finding" projects have been devised. These activities are noted in this section and more completely reviewed in Appendix "C". They include projects #1, #4, #5, #9, #15 and #35.

Every project we propose in this "Work Plan" for completion during the 1988 Fiscal Year is designed to materially advance the mission and goals of the President's Committee on Employment of the Handicapped. Section IV of this report identifies which goals statement each project is designed to support.

Section V of this "Fiscal Year's Work Plan for 1988" offers a brief synopsis listing our eight new standing committees, along with their individual projects. Also included in this section are their mission statements. The membership listings for all eight standing committees appear in Appendix "B".

documenting the response this Act has had to the vocational education needs of people with disabilities. Our experts counseled us into waiting until this year so that our effort would be more timely with the reauthorization's legislative calendar. During this fiscal year, we will conduct, in cooperation with the American Vocational Association, a hearing designed to begin to document the issues remaining to be resolved as this nation seeks to increase vocational education opportunities for people with disabilities. As a result of this hearing and other related activities, the President's Committee will develop a position paper designed to assist all concerned as we strive to enhance to make the next "Vocational Education Act" and program better able to serve individuals with disabilities. (Note: See Appendix "C").

## 2.) Job Training Partnership Act (Participation Data)

For the last three years, the President's Committee on Employment of the Handicapped has cooperated with the U. S. Department of Labor in the computing of state by state participation totals of people with disabilities in the various titles of the "Job Training Partnership Act" program. This year, we will again analyze and distribute this data. The participation rates for both youth and adults with disabilities will be indicated. In addition, we will seek to identify trends and issues as we compare previous years. This information will be shared with the states, appropriate agency heads, members of Congress and other key publics.

## 3.) Employment Preparation (A Program Study)

Progress in employment preparation programs is prelude to progress in employment. Beginning this fiscal year the President's Committee will cooperate with a research facility in the development of a two year or longer study indicating the ability of people with disabilities to access education and training programs and their current status. The information will be collected and analyzed during fiscal years '88 and '89 with the results published next fiscal year.

underserved and underserved disability populations. This fiscal year the President's Committee will develop a survey based on the input of groups of and for people with disabilities to collect disability specific employment preparation information. In addition, these groups will be asked to offer recommendations to the concerns identified for the constituencies they serve. In fiscal year '89 a composite report will be published and distributed outlining the policy issues that remain to be resolved. (Note: See Appendix "C").

#### 5.) Supported Employment (A Forum)

Supported Employment offers persons who are severely disabled an additional mechanism for employment preparation. More can and should be done to refine and advance the utilization of this programming tool. During this fiscal year, the President's Committee will begin a multi-year project designed to assist the field with the implementation of the supported employment initiative. As a beginning step, a forum on the subject will be organized during the time of our Annual Meeting. The findings of this forum will then be published and distributed to key publics. (Note: See Appendix "C").

#### 6.) Career Planning (Instructional Kit)

Currently, the President's Committee distributes a resource kit titled, "The World of Work". The purpose of this kit is to provide teachers, parents and youth group leaders with an instructional unit exploring the subject of career planning, job seeking and job holding skills. During this fiscal year, we will be re-evaluating this kit and evaluating the need for developing a companion kit for adults who have disabilities.

#### 7.) Publications on Employment Preparation (A Review)

The President's Committee currently offers a number of publications dealing with the employment preparation of people with disabilities. During this fiscal year, the President's Committee will undertake a comprehensive review of these materials to determine an overall strategy; to update and revise existing titles; and, to identify additional titles that need to be developed. Any needed new titles will be planned during 1989. It is anticipated that the actual production of new titles will begin during fiscal year 1990.

#### 8.) Youth With Disabilities (Local Meetings)

For the last five years, the President's Committee on Employment of the Handicapped has been pursuing a project called, "Pathways to Employment". This effort brings to local communities a model planning process and community meeting designed to advance their employment related programming for youth with disabilities. To date, thirty-nine local "Pathways to Employment" meetings have been held. This fiscal year, one more "Pathways" meetings will be conducted.

#### 9.) Adult Employment Preparation Issues (Action Planning)

In coordination with the data collection activities described in project #3 and #4, the President's Committee will engage in a consensus building activity designed to involve major organizations in a program of issue identification and joint planning concerning employment preparation programs for adults with disabilities. During this fiscal year, the President's Committee will begin the process by organizing key groups in planning activities for a major National Conference on the subject. The information collected will set the stage for the next fiscal year, when the President's Committee will hold the national conference. (Note: See Appendix "C").

#### 10.) Employment Models (A Publication)

As we seek to expand employment opportunities and options for people with disabilities, one positive way to do this is to identify and distribute information on both public and private sector model employment programs. A variety of examples on how employers have successfully hired, trained or advanced their employees with disabilities will give clues to other employers as well as to those who work with employers. During this fiscal year, the President's Committee will research, select and categorize a variety of employment models designed to offer both evidence and example. This information will be published and widely circulated to key groups.

#### 11.) Expanding Occupational Opportunities (New Alliances)

As our economy changes, and as new technologies lead us to new occupations, the need exists to establish a relationship with groups representing these new growth areas. During this fiscal year, the President's Committee will seek to identify for involvement in our programs, heretofore uninvolved high growth industries and their trade associations. In future years, special efforts will be undertaken to involve these new groups in joint projects designed to expand their employment potential to people with disabilities.



12.) Employers' Involvement (Information Dissemination)

Employers who have experience in the employment of people with disabilities are important spokespeople for our agency's mission. During this fiscal year, an organized effort designed to involve selected employer members of the President's Committee in the collection and dissemination of information on the employment of people with disabilities. Special materials will be assembled and made available to these employer members so as to expand their capability to advance our mission.

13.) Job Accommodation Network of America (Privatization of JAN)

For the last several years, the President's Committee has directed the operation of the "Job Accommodation Network" (JAN). JAN is a toll-free computerized data base offering information on job accommodations. JAN was initiated by the President's Committee to meet a pressing need. Currently, it's supported by grant monies from the National Institute on Disability and Rehabilitation Research and the Rehabilitation Services Administration. During this fiscal year, the President's Committee will seek to support the private fund raising activities of the "Job Accommodation Network of America" (JANA), a private non-profit organization striving to raise the necessary capital to sustain JAN over time and to release it from public funding.

14.) High School/High Tech (Two Demonstration Projects)

The High School/High Tech program is an activity designed to provide high school students with physical disabilities an enrichment program which affords them the opportunity to learn about careers in computer and other high technology related occupations. While the President's Committee has cooperated with prior projects associated with this program, more work needs to be done to package the program model so that other communities can replicate the activity. To this end, the President's Committee was able to interest the Xerox Foundation to support the financial costs associated with the production of two demonstration projects. Over one hundred thousand dollars has been donated for these two programs which will take two years to complete. During this fiscal year, the President's Committee will provide the leadership and oversight necessary to get two demonstrations begun and to begin the work on the program's curriculum and associated materials.

15.) Employment Policy (A National Conference)

Preparing for employment and employing people with disabilities raises a number of policy issues and needs. In order to better define and prioritize these issues and in an attempt to begin to develop a national agenda on these issues, the President's Committee will, this fiscal year, take the lead in sponsoring a high level national employment policy seminar designed to involve key leaders from business, government, education, as well as people with disabilities, in a study of this subject. This national conference is being hosted by Stanford University. A monograph will be published and widely circulated.

(Note: See Appendix "C").

16.) Communications with Labor Press (Sample Stories)

Labor unions represent a valuable resource capable of supporting and advancing employment opportunities for people with disabilities. During this fiscal year, the President's Committee will generate the production of tailored press releases to the labor press on subjects related to the employment of people with disabilities. Sample stories will include subjects such as job accommodation resources, retaining workers who become disabled, union efforts to support the employment of people with disabilities, and more.

17.) Rehabilitation Programs and Unions (State Meetings)

In an effort to expand employment opportunities for people with disabilities in union related occupations, the President's Committee will, this fiscal year, cooperate with the AFL-CIO's Human Resource Development Institute and state committees in the production of two state meetings on this subject. The principles to be involved in these meetings are both rehabilitation program operators and union officials. These two meetings will be held in Texas and Missouri.

18.) Increase Organized Labor's Involvement (An Initiative)

Organized labor is becoming increasingly interested in getting involved at the state level with the network of cooperating State Governors' Committees. During this fiscal year, the President's Committee will determine if state committees have the involvement of organized labor; and, based on these findings, will engage in activities designed to identify and then involve state labor union affiliates in the activities of State Governors' Committees.

19.) Retaining and Hiring Workers Who Become Disabled (A Policy Paper)

Whenever a labor union member becomes disabled, bringing that person back to work quickly and efficiently is important to the company, the individual, as well as the labor union. During this fiscal year the President's Committee will develop a joint statement on labor/management cooperation on returning people with disabilities to work and on hiring them at the entry level. This document will be offered as a policy statement for both employers and organized labor and will be disseminated widely.

20.) Increasing Labor Unions' Awareness (An Information Effort)

Organized labor can better serve their members who have or might acquire a disability if they were to incorporate accessible features into their facilities and programs. During this fiscal year, the President's Committee will initiate an informational effort designed to alert organized labor to the accessibility needs of people with disabilities and "how to" respond to these needs. Information on union hall accessibility, accommodations at meetings, accommodations in contracts, and education on the rights of people with disabilities will be assembled and communicated through the distribution of special publications and networking activities.

21.) Worksite Modification (A Package Panel Presentation)

Each year, many industrial and professional conventions occur that focus on the work environment. Very few of them include programming on worksite modification and accommodation for workers with disabilities. During this fiscal year, the President's Committee will develop a package panel presentation on this subject and will incorporate it into such existing programs as "The World Productivity Conference", "The International Industry Engineering Conference", "The American Occupational Health Conference" and others.

22.) Worksite Modification (A\V Presentation)

During this fiscal year, the President's Committee will develop a self contained slide show that will illustrate the use of technology and environmental modifications in the employment of people with disabilities. The slide show will be available to employers, organizations, professionals and members of the President's Committee on Employment of the Handicapped.

### 23.) State Governors' Committees (An Intervention Strategy)

Each of the fifty states authorizes an official organizational affiliate to the President's Committee. These State Committees or Councils offer the President's Committee an important outlet to communicate its programs down to the local level. Additionally, these State Committees offer the President's Committee important communications channels as it strives to keep abreast of current trends and issues. Periodically, State Committees have administrative problems which require outside support or intervention. Traditionally, the President's Committee has stood ready to provide this external support or assistance. During this fiscal year, the President's Committee, with the support of the leadership of the State Committees, will research approaches and develop a system to meet these reoccurring needs.

### 24.) Orientation of New State Chairs and Directors (A Training Program)

As new Chairs and Executive Directors are appointed to the State Governors' Committees, the President's Committee has informally attempted to provide them with an orientation to the activities and resources of the Committee. During this fiscal year, the President's Committee will begin to develop a more standardized and systematic orientation program for new Chairs and Executive Directors.

### 25.) Profile of State Governors' Committees (A Survey and Study)

Many variations exist among the State Governors' Committees in mission, composition, authority, funding source and method of operation. In order to better understand, and, in turn, better serve the network of State Governors' Committees, the President's Committee will, during this fiscal year, complete an extensive study of these various operations. A report containing the findings of this study will be published and sent to all the States as well as to other interested parties.

### 26.) Employing Disabled Veterans (Three Community Forums)

During the last several years, the President's Committee, in cooperation with major national veterans organizations, has traveled to various locations across the country to conduct "Community Forums on Employment of Disabled Veterans". The purpose of this activity is to collect and respond to the employment related issues facing disabled veterans. To date, ten "Community Forums" have been held. During this fiscal

year, the President's Committee will conduct three more "Community Forums". They'll be held in San Francisco, California; Fort Bragg, North Carolina; and Frankfort, Kentucky. Each "Forum" will highlight a different aspect relative to the employment of disabled veterans. The San Francisco "Forum" will explore municipal hiring practices; the Fort Bragg "Forum" will explore the pre-separation counseling activities of the Department of Defense for servicemen and women with disabilities; and, the Frankfort "Forum" will examine problems of disabled veterans who are also dislocated workers. Reports will be published and shared with agency heads, veterans' organizations and Congress.

27.) County and Municipal Government Hiring Practices  
(Technical Assistance)

As a result of a special conference held last fiscal year, involving representatives from county and municipal governments, the President's Committee learned more about the special problems facing these employers as they strive to employ both people with disabilities and disabled veterans. During this fiscal year, the President's Committee will expand its involvement with the associations serving county and municipal governments; and, in turn, generate technical assistance activities designed to alert and inform local governments on the subject of hiring people with disabilities, including disabled veterans. In addition, a special panel presentation on this subject will be conducted in conjunction with the National Convention of the National Association of Counties.

28.) Pre-Separation Briefings for Disabled Veterans  
(Program Improvements)

As a result of its fact finding efforts, the President's Committee has documented the inconsistency of effort relative to educating servicemen and women who become disabled. Disabled veterans leaving the service often don't know where to turn or what or how to begin to improve their chances for future employment. During this fiscal year, the President's Committee will focus attention on this issue by meeting with agency heads and other officials to stimulate program improvements in this area of concern. Additionally, model pre-separation programs, materials and training will be collected and distributed to those pre-separation counseling functions in need of program improvement.

29.) Entrepreneurialship Opportunities (A Special Meeting)

Recent data indicates that decreasing percentages of disabled veterans are participating in the Small Business Administration's loan programs for disabled veterans and individuals with disabilities. In order to attempt to reverse this trend, the President's Committee will, during this fiscal year, meet with Administrator of the SBA and other experts to determine what actions can be taken to expand this program's potential to support the entrepreneurial aspirations of both disabled veterans and people with disabilities. In addition, we will meet with groups of and for people with disabilities to insure their support and knowledge of these opportunities.

30.) Mandatory Job Listing Program (A Study)

As a result of prior meetings sponsored by the President's Committee, a large number of people from all across the country have advised us of the failure of the mandatory job listing program to adequately serve disabled veterans. During this fiscal year, the President's Committee will meet with the officials who administer the program in an effort to develop a more complete statement or white paper on the subject. This document will be widely circulated and will spearhead our efforts to stimulate improvements to the mandatory job listing program.

31.) Employment Issues Facing Disabled Veterans  
(A Congressional Briefing)

During this fiscal year, the President's Committee will complete a number of important fact findings activities in the area of employment and disabled veterans. Once these activities have been concluded, the President's Committee will request an opportunity to share its findings with representatives from both the House and Senate Veterans Affairs Committees. The information delivered during this special briefing will be published and distributed widely.

32.) Disabled Minority Americans (Four Regional Meetings)

Often minority group members who have a disability experience additional or unique employment needs. In an effort to better understand and provide for these unique needs, the President's Committee, in cooperation with Howard University and others will sponsor a series of regional meetings dealing with the employment problems facing minority persons with disabilities. These meetings will be held in New York, Atlanta, Boston, and Chicago.

### 33.) Employment of Workers with Learning Disabilities

The President's Committee on Employment of the Handicapped will continue its role as a national clearinghouse of information on employment of workers who have learning disabilities. A conference track for workers and unemployed adults with learning disabilities will be held as part of the national conference of Association for Children and Adults with Learning Disabilities. Included in the strand will be panels on job advancement, advocating for oneself to get and keep work, and presentations by workers with learning disabilities who are successful.

### 34.) Role Models in Employment (A Series of Articles)

Many of the issues facing people with disabilities as they seek career opportunities stem from a lack of appreciation that employers and others have for their employment potential. In an effort to generate and circulate information which showcases the employment accomplishments of people with disabilities, the President's Committee will prepare and encourage the publishing of articles on this subject in major trade publications and other business related magazines.

### 35.) Consumer Input (A Forum)

The President's Committee strongly believes that all programs conducted for the benefit of individuals with disabilities should have the benefit of input from those individuals. As part of a larger fact finding effort, the Committee will sponsor a National Consumer Forum on Disability and Employment Concerns. Early in December 1987 advocacy organizations of disabled individuals will be invited to present their employment goals and objectives to the Committee in a Public Forum. A compendium of the goals and recommendations to the Committee will be published. (Note: See Appendix "C").

### 36.) Federal Employment (A Seminar)

In cooperation with seven other Federal Agencies the President's Committee will help produce the sixth special seminar for Federal Selective Placement Coordinators, Handicapped Program Managers and others on December 2-4, 1987 in Rockville, Maryland. This three day conference affords unique opportunities to expand the knowledge and skills of participants by providing new and timely information on innovative programs; current legal decisions and special program initiatives such as those dealing with AIDS and drug and alcohol abuse in the workplace.

37.) Hospitality Industry (White House Meeting for CEOs)

The President's Committee is providing support to the Rehabilitation Services Administration and the Office of the Secretary for Special Education and Rehabilitation Services in an effort to sponsor a special meeting for Chief Executive Officers (CEOs) of some of the leading companies in the hospitality industry. The meeting, proposed to be held at the White House, will focus on the value of using the "Supported Employment" program to help offset some of the massive personnel shortages in the industry. The proposed meeting is slated for late winter or early spring.

38.) Corporate Medical Personnel (A Speaker's Program)

Corporate medical directors and related medical personnel have a tremendous potential to support the hiring and retention of workers with disabilities. In order to help the corporate medical community realize that potential, the President's Committee will organize a speaker's program involving its corporate medical representatives and others recruited in a series of panel presentations at the national, state and local meetings of organizations identified by members or by State Governors' Committees.

39.) Insurance Issues (Research Papers)

There are a number of insurance related issues that need to be explored as we seek to facilitate the employment of people with disabilities. During this fiscal year, the President's Committee will examine and document the current concerns facing three broad insurance related issues. These are: 1.) increasing exclusion of some persons with disabilities from health insurance coverage; and, 2.) the effect of insurance pools on certain persons with disabilities. Special "fact sheets" will be prepared on these topics and will be shared with both the insurance industry and groups concerned with the employment of people with disabilities.

40.) Health and Wellness Programs (Making Them Accessible)

Company health and fitness programs contribute to the employability of their corporations' employees. These programs should be available to persons with disabilities. During this fiscal year, the President's Committee will develop a targeted program of information alerting these programs to their obligation to workers with disabilities and offering them information on "how to" serve all employees.



41.) Social Security (SSI Work Incentives Case Studies)

As we strive to make the work incentives provisions in the Supplemental Security Income program better known, information is needed showcasing the employment experiences and successes of those who have used these provisions in order to gain employment. During this fiscal year, the President's Committee will prepare a publication offering case studies depicting how people with disabilities have used Section 1619 and other work incentives to undertake full- and part- time employment. This publication will be circulated to SSI recipients, employment advocates, service providers, States' Governors' Committees, and others. In addition, during this fiscal year, the President's Committee will study and respond to the findings of the Social Security Administration's Advisory Committee's Report on Disability.

42.) Media Access Office (Affiliation and Support)

Recently, the President's Committee has affiliated itself with the Media Access Office in California. The Media Access Office's mission is to interest and involve the movie and television industry in programs supporting a positive image and attitude about people with disabilities. Currently, however, funding problems threaten the program's future. During this fiscal year, the President's Committee will assign a staff assistant to assist the Media Access Office to secure the funding necessary to continue its operation.

43.) The Annual Meeting (Our National Convention)

During this fiscal year, the President's Committee will sponsor a major national convention on the subject of employment and people with disabilities. This will be our 41st "Annual Meeting". It will be held on May 4, 5, & 6, 1988 in Washington, D. C. We expect over 3,000 people from all the fifty states to attend the program.

44.) National Employ the Handicapped Week (A Congressionally Mandated Observance)

Congress has mandated the first full week in October as "National Employ the Handicapped Week" (NETH Week). The President's Committee has lead responsibility for organizing the Nation's observance of NETH Week. During this fiscal year, the President's Committee will prepare media packages containing NETH Week promotional materials and distribute them to the Nation's print and electronic media, as well as

to other organizations. In addition, we will assist in the preparing and distributing of both a Presidential Proclamation and Joint Statement of Cabinet Officers supporting the purpose of NETH Week; and, we will organize and participate in a series of NETH Week activities happening all across the country.

45.) Technical Assistance and Informational Materials (Our Publications Program)

During this fiscal year, the President's Committee will continue and expand its publications program. Currently, fifty-five titles are maintained. Thousands of requests are routinely handles for these materials dealing with employment related topics. In addition, the President's Committee will continue the production of its quarterly magazine. Each quarter, over 22,000 individuals receive copies.

#### IV. MISSIONS, GOALS AND OBJECTIVES

Two years ago, the President's Committee on Employment of the Handicapped adopted a new mission, goals and objectives statement. In an effort to document how our planned activities respond to this statement of purpose, we've listed each project's number and title from Section III below under the appropriate "program objective". Some projects are listed more than once because they respond directly to two or more program objectives.

##### MISSION

The mission of the President's Committee is to provide leadership to achieve maximum employment of people with disabilities. This is done by seeking, developing, and providing information and the training necessary to increase levels and quality of employment.

##### GOAL 1

To establish the President's Committee as the nation's leader in study, development, and implementation of employment policies and programs serving the needs of people with disabilities.

##### PROGRAM OBJECTIVES

To advise the President on policy, legislation, administration and regulation:

1. Carl D. Perkins Act
15. Employment Policy Study
26. Employing Disabled Veterans

To consult with Congress and Federal Agencies on policy, legislation, administration and regulation:

1. Carl D. Perkins Act
2. Job Training Partnership Act
3. Employment Preparation -- Program Study
4. Employment Preparation -- Policy Study
15. Employment Policy Study
26. Employing Disabled Veterans
28. Pre-Separation Briefings
29. Entrepreneurialship Opportunities
30. Mandatory Job Listings Program
39. Insurance

To consult with and foster cooperation of agencies, groups, and organizations essential to the employment of people with disabilities:

- 4. Employment Preparation -- Policy Study
- 5. Supported Employment
- 8. Youth With Disabilities
- 9. Employment Preparation Needs Assessment
- 15. Employment Policy Study
- 21. Worksite Modification -- Updated Publication
- 23. State Governors' Committees
- 24. Orientation of New State Chairs and Directors
- 27. County and Municipal Government Hiring Practices
- 28. Pre-Separation Briefings
- 36. Federal Employment
- 38. Corporate Medical Personnel
- 43. National Conference on Employment
- 44. National Employ the Handicapped Week

To utilize to the greatest possible extent volunteers in the design and delivery of President's Committee programs:

- 6. Career Planning
- 12. Employers' Involvement
- 13. Job Accommodation Network of America
- 14. High School/High Tech
- 21. Worksite Modification -- Package Panel
- 23. State Governors' Committees
- 24. Orientation of New State Chairs and Directors
- 27. County and Municipal Government Hiring Practices
- 38. Corporate Medical Personnel
- 42. Media Access Office
- 43. Annual Meeting
- 44. National Employ the Handicapped Week

To actively solicit the views of persons with disabilities and, where appropriate, parents, from throughout the nation, and to reflect those perceptions in the direction and conduct of President's Committee programs:

- 26. Employing Disabled Veterans
- 32. Disabled Minority Americans
- 35. Consumer Input

## GOAL 2

To provide information services to employers, labor, people with disabilities, and related organizations to strengthen awareness, understanding, and support for employment of people with disabilities.

### PROGRAM OBJECTIVES

To gather and disseminate technical assistance:

2. Job Training Partnership Act
3. Employment Preparation -- Program Study
4. Employment Preparation -- Policy Study
6. Career Planning
7. Publications on Employment Preparation
10. Employment Models
16. Communications With Labor Press
19. Retaining Workers Who Become Disabled
20. Increasing Labor Unions' Awareness
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28. Pre-Separation Briefings
29. Enterpreneurialship Opportunities
32. Disabled Minority Americans
33. Employment of Workers With Learning Disabilities
34. Role Models in Employment
36. Federal Employment
37. Hospitality Industry
38. Corporate Medical Personnel
39. Insurance Issues
40. Health and Wellness Programs
41. Supplemental Security Income
43. Annual Meeting
44. National Employ the Handicapped Week
45. Technical Assistance and Information

To increase employers, unions, and employee awareness and understanding of why and how to expand job opportunities for all people with disabilities:

10. Employment Models
11. Expanding Occupational Opportunities
12. Employers' Involvement

16. Communications With Labor Press
17. Rehabilitation Programs and Unions
18. Increase Organized Labor's Involvement
19. Retaining Workers Who Become Disabled
20. Increasing Labor Unions' Awareness
27. County and Municipal Government Hiring Practices
34. Role Models in Employment
36. Federal Employment
37. Hospitality Industry
38. Corporate Medical Personnel
40. Health and Wellness Programs
41. Supplemental Security Income

To promote adequate education and training of people with disabilities:

2. Job Training Partnership Act
3. Employment Preparation -- Program Study
4. Employment Preparation -- Policy Study
5. Supported Employment
6. Career Planning
7. Publications on Employment Preparation
8. Youth With Disabilities
9. Employment Preparation Needs Assessment
14. High School/High Tech
32. Disabled Minority Americans
37. Hospitality Industry

To encourage technology transfer and training of people with disabilities:

13. Job Accommodation Network of America
21. Worksite Modification -- Package Panel
22. Worksite Modification -- A/V Presentation

To promote education and training to potential employers and labor representatives:

14. High School/High Tech
17. Rehabilitation programs and Unions
18. Increase Organized Labor's Involvement
19. Retaining Workers Who Become

The President's Committee on Employment of the Handicapped maintains a structure of eight standing committees. The membership listings for each appear in Appendix "C".

The purpose of this section is to identify each of the eight standing committees, to list their mission statements and to list their 1988 "Work Plan" projects. This information is present since this will be our first full fiscal year under this structure.

Not all "Annual Work Plan" projects are under the auspices of our eight standing committees. Those projects not reported below are being spearheaded by additional "task forces" or other organizational units of the President's Committee.

Here are the projects of each of the eight Standing Committees:

1. Disability and Employment Concerns Committee

The purpose of the Disability and Employment Concerns Committee is to identify, communicate and address issues and trends that impact or will impact on the employment of people with disabilities.

Projects of this Standing Committee include:

- 32. Disabled Minority Americans
- 33. Employment of Workers With Learning Disabilities
- 34. Role Models in Employment
- 35. Consumer Input

2. Committee on Disabled Veterans

The purpose of the Committee on Disabled Veterans is to serve as a national, nonpartisan forum for the coordination and development of policies and programs to enhance employment and training opportunities for disabled veterans in both the public and private sectors.

Projects of this Standing Committee include:

- 26. Employing Disabled Veterans
- 27. County and Municipal Government Hiring Practices
- 28. Pre-Separation Briefings
- 29. Entrepreneurialship Opportunities
- 30. Mandatory Job Listings Program
- 31. Employment Issues Facing Disabled Veterans

### 3. Employer Committee

The purpose of the Employer Committee is: 1.) to increase, through employer activities, employment opportunities for people with disabilities; 2.) to develop projects and programs designed to promote the employment of people with disabilities; and, 3.) advise and assist the Chairman of the President's Committee on Employment of the Handicapped on employment related issues.

Projects of this Standing Committee include:

10. Employment Models
11. Expanding Occupational Opportunities
12. Employers' Involvement
13. Job Accommodation Network of America
14. High School/High Tech

### 4. Employment Preparation Committee

The purpose of the Employment Preparation Committee is to enhance and promote opportunities for education, training and work experience available to persons with disabilities. Projects of this Standing Committee.

1. Carl D. Perkins Act
2. Job Training Partnership Act
3. Employment Preparation -- Program Study
4. Employment Preparation -- Policy Study
5. Supported Employment
6. Career Planning
7. Publications on Employment Preparation
8. Youth With Disabilities
9. Employment Preparation needs Assessment

### 5. Labor Committee

The purpose of the Labor Committee is to promote the employment of people with disabilities through the resources of organized labor.

Projects of this Standing Committee include:

16. Communications With Labor Press
17. Rehabilitation Programs and Unions
18. Increase Organized Labor's Involvement
19. Retaining Workers Who Become Disabled
20. Increasing Labor Unions' Awareness



6. Medical, Health and Insurance Committee

The purpose of the Medical, Health and Insurance Committee is to examine and respond to medical, health and insurance issues as they affect job opportunities for people with disabilities.

Projects of this Standing Committee include:

- 38. Corporate Medical Personnel
- 39. Insurance Issues
- 40. Health and Wellness Programs

7. State Relations Committee

The purpose of the State Relations Committee is to provide a formal structure to enable State Governors' Committees or State liaison organizations to bring issues and concerns to the attention of the President's Committee.

Projects of this Standing Committee include:

- 23. State Governors' Committees
- 24. Orientation of New State Chairs and Directors
- 25. Profile of State Governors' Committees

8. Work Environment and Technology Committee

The purpose of the Work Environment and Technology Committee is to encourage the environmental and technological accommodation of people with disabilities at the work place.

Projects of this Standing Committee include:

- 21. Worksite Modification -- Package Panel
- 22. Worksite Modification -- A/V Presentation

APPENDIX "A"

EXECUTIVE COMMITTEE MEMBERS

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED  
WASHINGTON, D. C. 20210

CHAIRMAN

Mr. Harold Russell  
8 Winchester Place  
Suite 304  
Winchester, MA 01890  
(617) 729-9090

VICE CHAIRS

Dr. Anne Carlsen  
Consultant  
The Anne Carlsen School  
301 7th Avenue, N. W.  
Jamestown, ND 58401  
(701) 252-3850

Dr. Walter Y. Oi  
Professor of Economics  
University of Rochester  
690 S. Winton Road  
Rochester, NY 14618  
(716) 275-4991

Mr. Gerald Lorentson  
Director  
King County Public Defense  
2450 Magnolia Boulevard  
West  
Seattle, WA 98199  
(206) 344-2532

Mrs. B. Elizabeth Tunney  
Director  
Union Privilege Benefit  
Program  
AFL-CIO  
815 15th Street, NW  
Washington, DC 20005  
(202) 662-1990

Ms. Elizabeth Aino  
Executive Director  
Governor's Council on Disabled Persons  
656 Heaton Road  
Columbus, OH 43229  
(614) 438-1392

Mr. Charles Bradford  
Director of Organizing  
International Association of Machinists and  
Aerospace Workers  
300 Connecticut Avenue, N. W.  
Washington, DC 20036  
(202) 857-5174

Ms. Marca Bristo  
President  
National Council on Independent Living  
Access Living  
15 W. Van Buren, Suite 525  
Chicago, IL 60607  
(312) 226-5900

Rear Admiral David Cooney  
President & Chief Executive Officer  
Goodwill Industries of America, Inc.  
200 Wisconsin Avenue  
Bethesda, MD 20814-3896  
(301) 530-6500

Mr. Ron Drach  
National Employment Director  
Disabled American Veterans  
107 Maine Avenue, S. W.  
Washington, DC 20024  
(202) 554-3501

Mr. Jack Duncan  
Duncan and Associates  
213 29th Street, N. W.  
Washington, DC 20007  
(202) 333-5841

Mr. John V. Heffernan  
Vice President, Human Resources  
General Telephone & Electronics Corporation  
One Stamford Forum  
Stamford, CT 06904  
(203) 965-2000

Mr. Edward M. Kennedy, Jr.  
Director  
Facing the Challenge  
P. O. Box 392  
Boston, MA 02117  
(617) 424-7100

Ms. Marica Lovejoy  
S. W. Valley Mental Health C  
2001 North Centro Familiar S  
Albuquerque, NM 87105  
(505) 873-2290

Mr. Gordon H. Mansfield  
Associate Executive Director  
Government Relations  
Paralyzed Veterans of America  
801 18th Street, N. W.  
Washington, DC 20006  
(202) 872-1300

Ms. Consuelo Martinez  
Developmental Disabilities C  
Member  
Capitol People First, Inc.  
6835 Wavecrest Way  
Sacramento, CA 95831  
(916) 424-0121

Dr. Gary Meers  
Vocational Special Needs  
University of Nebraska Lincoln  
Department of Vocational & A  
Education  
518 Nebraska Hall  
Lincoln, NE 68488-0515  
(402) 472-2365

Ms. Deborah C. McKeithan  
President  
Handicapped Organized Women  
P. O. Box 35481  
Charlotte, NC 28235  
(704) 376-4735

Joyce D. Miller  
e President  
lgamated Clothing & Textile Workers  
nion, AFL-CIO  
Union Square  
York, Ny 10003  
2) 242-0700

Kathleen Olson  
cutive Director  
ernor's Committee on Employment of  
he Handicapped  
East King Street, Room 502  
son City, NV - 89710  
2) 885-5348

Dennis Rhoades  
ector  
nomic Commission  
American Legion  
8 K Street, N. W.  
hington, DC 20006  
2) 861-2700

Paul Smith  
uty Advocate  
ice of the State Advocate for the  
isabled  
ire State Plaza, Agency Building #1  
any, NY 12223  
8) 474-2825

Mr. Lawrence T. Smedley  
Associate Director  
Department of Occupational Safety, He  
and Social Secutity, AFL-CIO  
815 16th Street, N. W., Room 306  
Washington, DC 20006  
(202) 637-5202

Honorable Clarence Thomas  
Chairman  
Equal Employment Opportunity Commissi  
2401 E. Street, N. W., #500  
Washington, DC 20507  
(202) 634-6700

Mr. Solomon W. Walker, II  
Board Chairman and Chief Executive Off  
The Pilgrim Health & Life Insurance Co  
1143 Laney-Walker Boulevard  
Augusta, GA 30901  
(404) 722-5517

Ms. Martha Hanes Ziegler  
45 Wachusett Drive  
Lexington, MA 02173  
(617) 482-2915

**APPENDIX "B"**

**STANDING COMMITTEE MEMBERSHIP**

1.        **Committee on Disabled Veterans**
2.        **Disability and Employment Concerns Committee**
3.        **Employer Committee**
4.        **Employment Preparation Committee**
5.        **Labor Committee**
6.        **Medical, Health and Insurance Committee**
7.        **State Relations Committee**
8.        **Work Environment and Technology Committee**

PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

1111 20th STREET N.W.

WASHINGTON, D.C. 20036

COMMITTEE ON DISABLED VETERANS

MISSION

promote the full employment of disabled veterans.

AIRMAN

Virellas  
Associate Advocacy Director  
National Disabled Veterans of America  
1111 18th St. NW  
Washington, D.C., 20006  
Phone 202-872-1300

VICE CHAIRMAN

James Bourie  
National Service Director  
AMVETS National Headquarters  
4647 Forbes Road  
Lanham MD, 20706  
Phone 301-459-9600

STAFF COORDINATOR

Larry Roffee  
President's Committee on Employment of  
The Handicapped  
1111 20th Street N.W.  
Washington, D.C. 20036  
Phone 202-653-5051

MEMBERS

Robert Jones  
Special Assistant for Employment  
Disabled Veterans of Foreign Wars  
1100 Maryland Ave. NE  
Washington DC, 20002  
Phone 202-543-2239

Leo Anderson  
Director  
PANCO  
941 N Capitol St. NE  
Washington DC, 20421  
Phone

Janeth Berez  
Director  
Vietnam Veterans of America  
1111 S St. NW (Suite 700)  
Washington DC, 20009  
Phone 202-332-2700

Ronald Drach  
National Director of Employment  
Disabled American Veterans  
807 Maine Ave. SW  
Washington DC, 20024  
Phone 202-554-3501

Wilburn Long  
Employment Director  
Blinded Veterans Association  
1735 DeSalles St. NW  
Washington DC, 20036  
Phone 202-347-4010

Richard Johnson  
National Legislative Director  
Noncommissioned Officers Association  
225 N Washington  
Alexandria VA, 22314  
Phone 703-549-0311

John Fales  
Director  
Blinded Veterans Foundation  
PO Box 65900  
Washington DC, 20035-5900  
Phone 202-634-9772

Raymond Williams  
National Service Director  
Catholic War Veterans  
419 N Lee St.  
Alexandria VA, 22314  
Phone 703-549-3622

Peter Beach  
Office of Veterans Affairs Director,  
Dept. Health and Human Services  
200 Independence Ave. SW  
Washington DC, 20201  
Phone 202-245-6156

Richard Gallant  
National Service Director  
Military Order of  
the Purple Heart  
5413 Backlick Rd.  
Springfield VA, 22151  
Phone 703-642-5360

Dennis Rhoades  
Economic Commission  
The American Legion  
1608 K St. NW  
Washington DC, 20006  
Phone 202-861-2780

June Willenz  
Executive Director  
American Veterans Committee  
1717 Massachusetts Ave. NW  
Suite 700  
Washington DC, 20036  
Phone 202-667-0090

#### FEDERAL REPRESENTATIVES

Dennis Wyant  
Vocational Rehabilitation and  
Education Service  
Veterans Administration  
810 Vermont Ave, NW  
Washington DC, 20240  
Mail Code (22)  
Phone 202-233-5154

Douglas Bielan  
Public Sector Programs  
Equal Employment Opportunity  
Commission  
Washington DC, 20506

Committee on Disabled Veterans

Michael Nicaastro  
Research Associate  
National Association of Counties  
100 First St. NW  
Washington DC, 2000  
Phone 202-393-6226

Robert Carbonneau  
Program Manager  
Postal Service  
15 L'Enfant Plaza SW  
Washington DC, 20260-4256  
Phone 202-268-3970

John Graham  
National Rehabilitation and  
Education Service  
Veterans Administration  
100 Vermont Ave. NW  
Washington DC, 2024  
Mail Code (222B)  
Phone 202-233-5456

Harry Kirsch  
AD, Civilian  
Department of Defense  
Pentagon (Room 3D265)  
Washington DC, 20301  
Phone 202-697-5421

Harvey Kossman  
Veterans and Selective  
Placement Programs  
Office of Personnel Management  
100 E St. NW  
Washington DC, 20415  
Mail Code (Room 7317)  
Phone 202-632-4420

George Arsnow  
Rehabilitation Services  
Administration  
Room 3230 Switzer Building  
1330 C St. SW  
Phone 202-732-1317

Paul Pumpian  
Veterans Affairs  
Small Business Administration  
Washington DC, 20416

Donald Shasteen  
Assistant Secretary of Labor  
For Veterans Employment  
United States Department of  
Labor  
200 Constitution Ave NW  
Washington DC, 20210  
Mail Code (Room S1315)  
Phone 202-523-9116

Steven Tice  
Personnel Director  
Vet Center  
1966 Garden Ave.  
Eugene OR, 97403  
Phone 503-687-6918



PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

1111 20th STREET

WASHINGTON, D. C. 20036

DISABILITY AND EMPLOYMENT CONCERNS COMMITTEE

**MISSION** To identify, communicate and address issues and trends that will impact the employment of people with disabilities in the coming years.

CHAIRPERSON

Mr. Susan Daniels  
Louisiana State University  
Department of Rehabilitation Counseling  
900 Gravier St.  
New Orleans, LA 70112  
Phone 504-568-4315

VICE-CHAIRPERSON

Dr. Sylvia Walker  
Department of  
Psychoeducation Studies  
School of Education  
Howard University  
Washington, D. C. 22251  
Phone 202-636-7351

STAFF COORDINATOR

Mr. Larry Roffee  
Employment Advisor  
President's Committee on  
Employment of the Handicapped  
1111 20th St. NW  
Washington, D. C. 20036  
Phone 202-653-5051

Ms Maggie Malsch  
Program Manager  
Montgomery County Family Resources  
01 Monroe St.  
Rockville, MD 20850  
Phone 301-279-1246

Ms Mary Jean Houde  
Public Relations  
Sears and Roebuck Co.  
6371 Kindling Ct.  
Lisle, IL 60532  
Phone 312-875-8361

Ms Sandra Feegle  
Saint Louis  
County  
46 Wagon Ridge Dr.  
Penton, MO 63026  
Phone 314-569-8250

Ms Mary Ann Price  
Luthern Family and  
Childrens Services  
4625 Lindell St 501  
Saint Louis, MO 63108  
Phone 314-361-2121

ABILITY AND EMPLOYMENT CONCERNS COMMITTEE

James Maye  
Director  
O (00)  
Federal Building  
Boston, MA 02130  
Phone 617-565-3000

Thomas Amyotte  
Counselor  
Aud Industries, Inc.  
S. Cherokee St.  
Denver, CO 80223  
Phone 303-777-5281

Dorothy Sutpkin  
Chairman  
Pilot International  
22 Montana  
Arlington, TX 77520  
Phone 713-422-7408

Paul Meyer  
Officer  
Director Naval Ship Research Center  
Dept 006)DTNSRDC  
Pensacola, FL 32504  
Phone 301-227-3359  
Membership Status: Member

Ms Tamara Bibb  
Georgia State, Division  
of Rehabilitation Services  
878 Peachtree St. Rm 708  
Atlanta, GA 30002  
Phone 404-894-6738

Ms Ann Adams  
President Elect  
Pilot International  
Route 2 Box 2098  
Hartwell, GA 30643  
Phone 404-376-2622

Ms Kathie Dean  
Staff  
Pilot International  
PO Box 4844  
Macon, GA 31213  
Phone 912-743-7403

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

1111 - 20TH STREET, N.W.

WASHINGTON, D.C. 20036

EMPLOYER COMMITTEE

MISSION

To increase through employer initiatives employment opportunities for people with disabilities.

CHAIRMAN

Mr. Tom O'Bryant  
Director, EEO Affairs  
Champion International Corp.  
One Champion Plaza  
Stamford, CT 06929  
Tel.: (203) 358-6432

VICE CHAIR

Ms. Nancy Lillibridge  
Chairperson  
Disability Awareness Council  
General Mills, Inc.  
P.O. Box 1113  
Minneapolis, MN 55440  
Tel.: (612) 540-2190

STAFF COORDINATOR

Ms. Jean Mahoney  
1111-20th Street, N.W.  
Washington, DC 20036  
Tel.: (202) 653-5024

MEMBERS

Mr. Joseph J. Albenze, Admin.  
Affirmative Action Programs  
Westinghouse Electric Corp.  
Gateway Center  
Pittsburgh, PA 15222  
Tel.: (412) 642-5943

Mr. Eugene G. Ayton  
Manager, Corporate EEO  
Mead Corporation  
Courthouse Plaza Northeast  
Dayton, OH 45463  
Tel.: (513) 222-6323

Mr. Paul C. Ashton, CRC  
Assessment & Career Services  
224-2W-10  
3M Center  
St. Paul, MN 55144  
Tel.: (612) 733-5882

Ms. Mary Florence Barber  
Director of Field Human  
Resources Development  
Kentucky Fried Chicken  
P.O. Box 32200  
Louisville, KY 40232-2200  
Tel.: (502) 454-2110

Mr. Edward N. Bomsey, Manager  
Employee Relations  
Edison Electric Institute  
1111 19th Street, NW  
Washington, DC 20036  
Tel.: (202) 778-6953

Ms. Patricia C. Brophy  
Special Employment Manager  
McDonald's Corporation  
McDonald Plaza  
Oak Brook, IL 60521  
Tel.: (312) 575-3775

Mr. Jake De Vargas  
Sandia National Laboratories  
Org. 3510, P.O. Box 5800  
Albuquerque, NM 87185  
Tel.: (505) 844-3959

Mr. Richard L. Drach, Consultant  
Affirmative Action Section  
Employee Relations Department  
E.I. duPont de Nemours & Co., Inc.  
Nemours Building 12506  
1007 Market Plaza  
Wilmington, DE 19898  
Tel.: (302) 774-6117

Ms. Pam A. Farr  
Director Equal Employment  
Opportunity and Affirmative  
Action  
Marriott Corporation  
Marriott Drive  
Washington, DC 20058  
Tel.: (301) 897-1164

Mr. Paul Fasold  
Sikorsky Aircraft  
North Main St.  
Stratford, CT 06601  
Tel.: (203) 386-5069

Mr. Charles W. Fleming  
Manager, Hand. Compliance  
Equal Opportunity Affairs  
Reynolds Metals Company  
6603 Broad Street  
Richmond, VA 23261  
Tel.: (804) 281-4909

Dr. Fred Fredrick  
Vice President  
Program Services Division  
National Alliance of Business  
1015 15th Street, NW  
Washington, DC 20005  
Tel.: (202) 289-2900

Mr. Norman C. Hammond, Pres.  
International Association of  
Business, Industry and Rehab.  
12100 Portree Drive  
Rockville, MD 20852  
Tel.: (301) 468-9155

Mr. Lyle Hanna  
Corporate EEO Manager  
Texas Instruments  
P.O. Box 655474-M.S. 217  
Dallas, TX 75265  
Tel.: (214) 995-3433

Mr. John V. Heffernan  
Vice President  
Headquarter Staff, Human  
Resources  
General Telephone & Electronics  
Corp.  
One Stamford Forum  
Stamford, CT 06904  
Tel.: (203) 965-2211

Mr. William S. Holland  
Manager, EEO Affairs  
Atlantic Richfield Company  
515 South Flower St.  
Box 2679 - T.A.  
Los Angeles, CA 90071  
Tel.: (213) 486-3511

Mr. Martin Jack Kaeufer  
Foot Management, Inc.  
P.O. Box 2015  
Salisbury, MD 21801  
Tel.: (301) 742-4800

Mr. Richard P. Klinzing  
Vice President  
Employee Relations Department  
American Paper Institute, Inc.  
260 Madison Avenue  
New York, NY 10016  
Tel.: (212) 340-0678

Mr. John Knight  
EEO Administrator  
Pratt and Whitney  
400 Main St. MS 124-16  
East Hartford, CT 06108  
Tel.: (203) 565-7640

Mr. Paul H. Leclair  
Assistant Manager of Rehab  
Liberty Mutual Insurance Co.  
175 Berkely Street  
Boston, MA 02117  
Tel.: (617) 357-9500 x 4173

Mr. John S. Lewis, Vice  
President and Manager of  
Human Resources  
First Interstate Bank  
1 East First Street  
Reno, NV 89505  
Tel.: (702) 784-3848

Mr. Donald E. Liebers  
AVP Human Resources  
Bell Communications Research,  
Inc.  
290 W. Mt. Pleasant Avenue  
Room 4E143  
Livingston, NJ 07039  
Tel.: (201) 740-3410

Ms. Rena Mackie  
Human Resources Program  
Manager-Instrument Group  
Tektronix, Inc.  
P.O. Box 500, MS-39-313  
Beaverton, OR 97900  
Tel.: (503) 627-6936

Mr. L. A. Magliozzi  
Vice President  
Learning Services Corp.  
585 Fisher St.  
Walpole, MA 02081  
Tel.: (617) (H) 668-7357  
(617) (O) 668-0228

Ms. Kathryn Marr  
Manager-Human Resources  
E.I.L. Instruments, Inc.  
10 Loveton Circle  
Sparks, MD 21152  
Tel.: (301) 771-4800

Ms. Jeri Mickels  
Outreach Supervisor  
Adolph Coors Corporation  
311 10th Street  
Golden, CO 80401  
(303) 277-5524

Brother A. Philip Nelan, F.S.C.  
Director  
Handicapped Employment Program  
National Restaurant Assoc.  
311 First Street, N.W.  
Washington, DC 20001  
Tel.: (202) 638-6100

Mr. Alex J. Orban, Director  
Employee Relations  
Friendly Ice Cream Corporation  
1855 Boston Road  
Wilbraham, MA 01095  
Tel.: (412) 543-2400 ext. 2740

Ms. Joan Orke  
Diverse Work Force Specialist  
Honeywell, Inc.  
Honeywell Plaza, MN 12-3304  
Minneapolis, MN 55408  
Tel.: (612) 870-5717

Mr. John Ozzello, Exec. Dir.  
Employability, Inc.  
1245 East Colfax, Room 219  
Denver, CO 80218  
Tel.: (303) 861-0116

Mr. David Pascual  
Affirmative Action  
Representative  
Hewlett Packard Company  
P.O. Box 10301, MS 20 AD  
Palo Alto, CA 94304  
Tel.: (415) 857-3930

Ms. Michelle Hunt  
Vice President for People  
Herman Miller  
8500 Byron Road  
Zealand, MI 49464  
(616) 772-3264

Mr. William W. Patten, Manager  
and Legal Counsel, Labor  
Relations  
ITT  
320 Park Ave.  
New York, NY 10022  
Tel.: (212) 940-2785

Mr. Paul Scher  
Manager of Selective Placement  
and Rehab. Services  
Sears, Roebuck and Company  
Sears Tower, Department 707-1  
BSC 40-31  
Chicago, IL 60684  
Tel.: (312) 875-0570

Mr. Lou Slade  
Manager-Personnel  
AT&T Corporate Headquarters  
150 JFK Parkway, Room 3R-218  
Short Hills, NJ 07078  
Tel.: (201) 379-8628

Ms. Terry Travelstead  
Vice-President/Personnel  
Gannett/USA Today  
Box 500  
Washington, DC 20044  
Tel.: (703) 276-5476

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED  
1111 20th Street, N.W.  
WASHINGTON, D.C. 20036

EMPLOYMENT PREPARATION COMMITTEE

MISSION

To enhance and promote opportunities for Education, Training,  
and Work Experience available to persons with disabilities.

CHAIR

Susan S. Suter, Director  
Illinois Dept of  
Rehabilitation Vocational  
Rehabilitation Services  
623 E. Adams Street  
Springfield, IL 62706  
(217) 785-0218

VICE-CHAIR

L. Allen Phelps, Ph.D  
University of Illinois  
120 Education Bldg.  
Champaign, IL 61820  
(217) 333-0807

Staff Coordinator

Faith S. Kirk CRC  
President's Committee on Employment  
of the Handicapped  
1111 20th Street, N.W.  
Suite 600  
Washington, D.C. 20036  
(202) 653-9686

Daniel Abatemarco  
Manager, of Workshop Compliance  
National Industries for the Blind  
524 Hamburg Turnpike  
Wayne, NJ  
0740-0770  
(201) 595-9200

Charles Buzzell, Ph.D  
Executive Director  
American Vocational Association  
1410 King Street  
Alexandria, VA 22314  
(703) 683-3111

Bill Brake  
Chief of Policy  
Georgia Division of Rehabilitation  
Services  
878 Peachtree Street N.E.  
Suite 711

Mary Kemper Cohen  
Program Specialist, Member a  
Unit Services  
The Council for Exceptional  
Children  
1920 Association Drive  
Reston, VA 22091

Morton I. Deitch  
D. C. Association for Retarded  
Citizens  
900 Varnum Street N.E.  
Washington, D.C. 20017  
(202) 636-2950

Karen Franklin  
Policy Associate  
United Cerebral Palsy Associations  
1422 K Street N.W.  
Suite 1112  
(202) 842-1266

Fred Frederick, Vice-President  
Program Service, National Alliance of  
Business  
1015 15th Street N.W.  
Washington, D.C. 20005  
(202) 289-2900

Alan Goldstein  
Executive Director  
Jewish Vocational Services  
1 South Franklin Street  
Chicago, Ill 60606  
(312) 346-6700, ext. 2200

Joanne Grason, Assist. Vice-  
President  
American Association of Community  
and Junior Colleges  
National Center for Higher Education  
One Dupont Circle N.W., Suite 410  
Washington, D.C. 20036  
(202) 293-7050

Mr. Charles Harles  
National Association of  
Rehabilitation - Facilities  
P.O. Box 17675  
Washington, D.C. 20041  
(703) 556-8848

Rhona Hartman  
HEATH Resource Center  
One Dupont Circle N.W.  
Suite 800  
Washington, D.C. 20036-1193  
(202) 939-9320  
(800) 544-3284 (toll free)

Elizabeth P. Hickman Ph.D  
4708 38th Place N.  
Arlington, VA 22207  
(703) 524-2500 exts.335-336

Mrs. Claudia Horn  
Assitant Director of Rehabili  
Goodwill Industries of America  
Executive Offices  
9200 Wisconsin Avenue  
Bethesda, MD 20814-3896  
(301) 530-6500

Jane Jarrow  
Executive Director  
P.O. Box 21192  
AHSSPPSE  
Columbus, OH 43221  
(614) 488-4972

Robert Knight, President  
National Association of Private  
1015 15th Street N.W.  
Suite 600  
Washington, D.C. 20005  
(202) 289-2950

Jerald McNeil  
Director of Employment  
National Association of Counties  
440 First Street N.W.  
Washington, D.C. 20001  
(202) 393-6226

Gary Meers  
Director, Special Vocational  
518 East Nebraska Hall  
University of Nebraska  
Lincoln, NE 68588-0558  
(402) 472-2365

Patricia A. Mundt, CRC  
Assistant Project Director  
Institute of Public Administration  
Georgia State University  
University Plaza  
Atlanta, GA 30303  
(404) 658-3350



Bill Roberts, President  
National Association of Rehabilitation  
Professionals in the Private  
Sector  
P.O. Box 218  
Blue Jay, CA 92317  
(714) 336 1531

Richard T. Roessler, Ph.D  
Professor of Rehabilitation,  
Education, and Research  
University of Arkansas  
Arkansas Research and Training Center  
346 N. West Avenue  
Fayetteville, AR 72701  
(501) 575-3656

Dennis Wyant Ph.D  
Vocational Rehabilitation and  
Education Services  
Veterans Administration  
810 Vermont Avenue, N.W.  
Washington, D.C. 20240  
(202) 233-5154

Susan Ames Zierman  
1234 Massachusetts Avenue N.W.  
Suite 103  
Washington, D.C. 20005  
(202) 347-1234

#### Federal Liaisons

Ethel Briggs, CRC  
Adult Services  
National Council on the Handicapped  
800 Independence Avenue, S.W.  
Suite 814  
Washington, D.C. 20591  
(202) 267-3235

Camille Catlett  
Employment Program Specialist  
Administration on Developmental  
Disabilities  
200 Independence Avenue S.W.  
Room 348F  
Hurbert Humphrey Bldg.  
Washington, D.C. 20201  
(202) 245-2888

Charlotte Conaway  
Vocational Education for  
Handicapped Individuals  
Department of Education  
Room 515  
Reporters Bldg.  
Washington, D.C. 20202

Mr. Robert N. Colombo, Director  
Office of Employment and Training  
Programs  
U.S. Department of Labor/ETA  
Room N 4469  
F.P. Building  
Washington, D.C. 20210  
(202) 535-0577

Don Rogers, Director  
Boy Scouts of America, Education/  
Handicapped Relations  
National Office, Boy Scouts of  
America  
1325 Walnut Hill Lane  
Irving, TX 75062-1296  
(214) 580-2000

Marilyn Price Spivack, President  
National Head Injury Foundation  
Inc.  
P.O. Box 567  
Framingham, MA 01701  
(617) 879-7473

Edna Szymanski, CRC  
111 Thomas Street (before Aug. 30,)   
Utica, NY 13501  
(h) 315-724-2472 (F-S)  
(o) 518-474-7575 (M-Th)  
1908 Willow Creek Dr  
Austin, TX 78741 (after Aug 30)  
512-447-5791 (Aug. 31 - May 15)

Jack Victor Ph.D  
Director, Grants Management  
Human Resources Center  
Albertson, Long Island NY 11507  
(516) 747-5400 EXT. 1135

William Halloran Ph.D  
Secondary and Transitional  
Services  
Dept. of Education  
330 C Street S.W.  
Switzer Bldg.  
Washington, D.C. 20202  
(202) 732-1112

Richard Melia  
Rehabilitation Program Specialist  
U.S. Dept. Of Education  
Switzer Building  
330 C Street, S.W.  
Washington, D.C. 20202  
Phone: 732-1195

Joseph Rosenstein Ph.D  
Post-Secondary Education P  
Dept. of Education  
330 C Street S.W.  
Switzer Bldg.  
Washington, D.C. 20202  
(202) 732-1176

Ms. Corlis Sellers, Chief  
Branch of Special Employme  
Wage and Hour Division  
U.S. Department of Labor  
Room C 4316  
200 Constitution Avenue N.  
Washington, D.C. 20210  
(202) 523-8727

1111 20th Street, N.W.  
Washington, D. C. 20036

LABOR COMMITTEE

MISSION

Mobilize resources of organized labor in enhancing employment opportunities for people with disabilities.

CHAIRMAN

Linda Lampkin  
American Federation of State,  
County, and Municipal  
Employees  
1625 L Street, N.W.  
Washington, D.C. 20036  
(202) 429-1221

VICE CHAIRMAN

Everett Lehmann  
International Brotherhood of  
Electrical Workers  
1125 15th Street, N.W.  
Washington, D.C. 20005  
(202) 833-7000

STAFF COORDINATOR

Dale Brown  
Employment Advisor  
President's Committee on  
Employment of the Handicapped  
Room 600  
1111 20th Street, N.W.  
Washington, D.C. 20036  
(202) 653-5009

MEMBERS

Hamilton Archer  
Business Agent  
IUE Local 485  
160 Montague Street  
Brooklyn, NY 11201  
(718) 875-5645

George Davis  
National Association of Letter  
Carriers  
100 Indiana Avenue, N.W.  
Washington, D.C. 20001  
(202) 393-4695

Louis J. Brady  
International Union of  
Operating Engineers  
1125 17th Street, N.W.  
Washington, D.C. 20036  
(202) 429-9100

Oliver Green  
Amalgamated Transit Union  
5025 Wisconsin Avenue, N.W.  
Washington, D.C. 20016  
(202) 537-1645

Mary Mays Carroll  
Communications Workers  
of America  
1925 K Street, N.W.  
Washington, D.C. 20006

Joe Halapi  
United Automobile, Aerospace,  
and Agricultural Implement  
Workers of America  
(International Union)  
8000 East Jefferson Avenue

Sigurd Lucassen  
United Brotherhood of  
Carpenters and Joiners  
of America  
101 Constitution Ave., N.W.  
Washington, D.C. 20001  
(202) 546-6206

John McManus  
Department of Community  
Services  
AFL-CIO  
815 16th Street, N.W.  
Washington, D.C. 20006  
(202) 637-5191

Anna Padia  
The Newspaper Guild  
1125 15th Street, N.W.  
Washington, D.C. 20005  
(301) 585-2990

Jean Ross  
Service Employees Inter-  
national Union  
1313 L Street, N.W.  
Washington, D.C. 20005  
(202) 898-3200

Patricia Scarcelli  
United Food and Commercial  
Workers International Union  
Suffridge Building  
1775 K Street, N.W.  
Washington, D.C. 20006  
(202) 223-3111

Guy Stubblefield  
International Association of  
Machinists and Aerospace Workers  
1300 Connecticut Avenue, N.W.  
Washington, D.C. 20036  
(202) 857-5200

#### LABOR REPRESENTATIVES TO THE EXECUTIVE COMMITTEE

Charles E. Bradford  
Director, Apprenticeship Department  
Employment, Training and Rehabilitation  
Program  
International Association of Machinists  
and Aerospace Workers  
1300 Connecticut Avenue, N.W.  
Washington, D.C. 20036  
(202) 857-5200

Joyce D. Miller  
Vice President and Director  
of Social Services  
Amalgamated Clothing and Textile Workers Union  
15 Union Square West  
New York, NY 10003  
(212) 242-0700

Lawrence Smedley  
Associate Director  
Social Security Department  
AFL-CIO

WASHINGTON, D.C. 20036

MEDICAL, HEALTH AND INSURANCE COMMITTEE

MISSION

To encourage employers, the medical profession, and other interested parties to adopt and utilize practices that will facilitate the hiring and progression in employment of qualified handicapped individuals.

CHAIRMAN

J.F. Wittmer, M.D.  
Corporate Medical Director  
ITT Corporation  
320 Park Avenue  
New York, NY 10022  
Tel.: (212) 940-1940

VICE CHAIRMAN

Kirk M. Bauer, J.D.  
Executive Director  
National Handicapped Sports  
& Recreation Association  
1145 19th Street, N.W.  
Suite 717  
Washington, D.C. 20036  
Tel.: (301) 652-7505

MEMBERS

American Society of  
Handicapped Physicians  
105 Morris Drive  
Bastrop, LA 71220  
Terry Winkler, Chairman  
of the Board

Philip Deitch  
Assistant Vice President  
RD#1 - Box 256  
Easton Hospital  
Easton, PA 18042  
Tel.: (215) 250-4251

Alternate:  
Stanley Wainapel, M.D.  
Associate Director  
Department of Rehab.  
Medicine  
St. Luke's Roosevelt  
Hospital Center  
428 W. 59th Street  
New York, NY 10019  
Tel.: (212) 554-7380

Charles O. Dillard, M.D.  
791 E. McMillan  
Cincinnati, OH 45206  
Tel.: (513) 732-9200

Kenneth D. Arn, M.D.  
55 Park Avenue  
Dayton, OH 45419  
Tel.: (513) 294-1131

James P. Dunn, M.D.  
Medical Director-Research  
& Planning  
Room 83A-1D08  
100 Southgate Parkway  
Morristown, NJ 07960  
Tel.: (201) 898-8149

Paul S. Entmacher, M.D.  
Vice President and Chief  
Medical Director  
Metropolitan Life Insurance

J.S. Felton, M.D.  
Clinical Professor  
University of California  
Occupational Health Center  
19722 MacArthur Boulevard  
Irvine, CA 92717  
Tel.: (O) (714) 856-1064  
(H) (213) 454-6115

James C. Folsom, M.D.  
Associate Chief of Staff for  
Extended Care  
Veterans Administration Medical Center  
2200 Gage Boulevard  
Topeka, KS 66622  
Tel.: (913) 272-3111  
FTS: 752-5262

Gerald J. Friedman, M.D., F.A.C.P.  
Medical Director  
United Parcel Service  
643 W. 43rd Street  
New York, NY 10036  
Tel.: (203) 622-6097  
(212) 560-6172

Joseph L. Goodman, M.D.  
4740 O'Hear Avenue  
North Charleston, SC 29406  
Tel.: (803) 744-3931

Jens David Henriksen, M.D., M.S.  
Medical Director  
Fellow American Academy of  
Physical Medicine & Rehab.  
Mose and Garrison Siskin  
Memorial Foundation, Inc.  
Chattanooga, TN 37403  
Tel.: (615) 265-3491  
(615) 396-2283

William K. Nystrom, D.P.M.  
Executive Director  
Curative Workshop - Rehab. Center  
P.O. Box 8027  
2900 Curry Lane  
Green Bay, WI 54308  
Tel.: (414) 468-1161

Richard W. Prior, M.D.  
General Motors Corporation  
3044 West Grand Boulevard  
Room 13-270  
Detroit, MI 48202  
Tel.: (313) 556-1751

Gracie R. Rowntree, M.D.  
70 Valley Road  
Louisville, KY 42004  
Tel.: (502) 451-3844

Bernard J. Schuman, M.D.  
Corporate Medical Director-  
Employee Health  
Becton Dickinson and Company  
One Becton Drive  
Franklin Lakes, NJ 07417-1880  
Tel.: (201) 848-6971

Ms. Mary E. Seaver, RN, MS, COHN  
American Association of Occupational  
Health Nurses  
Atlanta, GA 30305  
Tel.: 1-800-241-8014

SEND MAIL TO MS. SEAVER AT:  
20964 Thorofare Road  
Grosse Ile, MI 48138

L. Glenn Swogger, Jr., M.D., Director  
Will Menniger Center for Applied  
Behavioral Sciences - Box 829  
Topeka, KS 66601  
Tel.: (913) 273-7500 Ext. 5663

Leon J. Warshaw, M.D.  
Executive Director  
New York Business Group on Health  
622 Third Avenue - 34th Floor  
New York, NY 10017  
Tel.: (212) 808-0550

STAFF COORDINATOR  
Mr. Jesse W. Fowler  
PCEH  
1111 20th Street, N.W.  
Room 600

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED  
1111 20th STREET, N.W.  
WASHINGTON, D.C. 20036

STATES RELATIONS COMMITTEE

MISSION

To provide a formal structure to enable State Governors' Committees Employment of the Handicapped or State liaison organization to bring issues and concerns to the attention of the President's Committee. Committee will assist states in matters concerning employment, plan programs, issues, legislation, research and publications.

CHAIRMAN

Francine Lee, Executive Secretary  
Commission on the Handicapped  
335 Merchant Street, #353  
Honolulu, HI 96813  
(808) 548-7606

VICE-CHAIRMAN

Lacy Simpson, Chairman  
Employment Promotion Awards  
Recognition Committee  
Governor's Advocacy Council  
Persons with Disabilities  
1318 Dale Street, Suite 100  
Raleigh, NC 27605  
(919) 733-9250

Staff Coordinator

Faith Kirk  
Employment Advisor  
President's Committee on Employment of the  
Handicapped  
1111 20th Street, N.W., Suite 636  
Washington, D.C. 20036  
(202) 653-9686

Elizabeth A. Aino, Executive Secretary  
Governor's Council on Disabled Persons  
4656 Heaton Road  
Columbus OH 43229  
(614) 438-1392

Leo Carter, Chairman  
Michigan Commission on  
Handicapped Concerns  
12325 Murray  
Taylor, MI 48180  
(313) 962-1460

Gregg Asher, Vice-Chairperson  
Minnesota State Council for the  
Handicapped  
313 Bell Avenue  
Mankato, MN 56001  
(507) 380-6917

Norm Cartier, Chairperson  
Vermont Governor's Committee  
Employment on the Handicapped  
Digital Equipment Corp.  
South Burlington, VT 05403  
(802) 657-4535

John Clinton, Chairperson  
Maryland Governor's Committee on  
Employment of the Handicapped  
Office of the Comptroller  
Goldstein Treasury Building  
Annapolis, MD 21404  
(301) 269-3695

Darrell Farland, Executive Director  
Governor's Council on Human Resources  
State Capitol - Annex  
34th Floor  
Bismarck, ND 58505  
(701) 224-2970

P. Charles LaRosa Jr.  
Executive Secretary, Governor's  
Committee on Employment of the  
Handicapped  
S.C. Vocational Rehabilitation  
1410 Boston Avenue  
P.O. Box 15  
West Columbia, SC 29171-0015  
(803) 734-4303

Ralph Markward, Chairperson  
Governor's Committee on Concerns  
of the Handicapped  
ZIA Chapter (PVA).  
833 Gibson Blvd.  
Albuquerque, NM 87102  
(505) 768-3000/247-4381

Katherine Rolfe Chairperson  
Commission on Employment of  
Handicapped  
22 Union Street  
Brighton, MA 02135  
(617) 783-3421

V. Paul Smith  
Deputy State Advocate for the  
Disabled  
Empire State Plaza, 10th Floor  
Agency Building #1  
Albany, NY 12223  
(518) 474-2825

Jean Toews, Chairperson  
Washington Governor's Committee  
on Disability Issues and  
Employment  
E. 5407 Corkery Road  
Spokane, WA 99223  
(509) 448-2507

Don Westergard  
Executive Secretary  
Governor's Committee on  
Employment of the Handicapped  
Lucas Building, 2nd Floor  
Des Moines, IA 50319  
(515) 281-5969



THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED  
1111 - 20th Street, NW  
Washington, D.C. 200036

WORK ENVIRONMENT AND TECHNOLOGY COMMITTEE

MISSION

To encourage the environmental and technological accommodation of people with disabilities.

CHAIRMAN

Ruth Hall Lusher  
9656 Scotch Haven Drive  
Vienna, VA 22180  
202/472-2700

VICE CHAIRMAN

Gerald Weisman  
Rehabilitation Technology  
Services  
University Orthopaedics, Inc.  
1 South Prospect Street  
Burlington, VT 05401  
802/656-2953

Staff Liaison

H. E. Bud Van Orden  
The President's Committee  
on Employment of the  
Handicapped  
1111 - 20th Street, N.W.  
Vanguard Building - Room 663  
Washington, D.C. 20036  
202/653-5337

MEMBERS

David C. Alexander  
Auburn University  
Industrial Engineering Dept.  
Auburn, AL 36849  
205/826-7509

Lynwood Battle  
Equal Employment Opportunity  
The Procter & Gamble Co.

Dr. Reed Greenwood,  
Coordinator of Rehab.  
Education - Arkansas  
Rehab. Research & Training  
Ctr.  
University of Arkansas  
346 N. West Avenue  
Fayetteville, AR 72701  
501/575-3656

Dr. Jack Clarcg  
Associate Vice President  
National Technical Institute  
for the Deaf  
One Lomb Memorial Drive  
Rochester, NY 14623  
716/475-6302

Deborah Davis  
Director of Vocational Rehab. Serv.  
Special Tree Ltd.  
3900 Chase Road  
Romulas, MI 48174  
313-941-1142

Donald E. Galvin, Ph.D.  
Director of Strategic Planning  
National Rehabilitation Hosp.  
102 Irving St., NW  
Washington, DC 20010  
202/877-1000

Ronald Mace, AIA  
Barrier Free Environments,  
Inc.  
P.O. Box 30634  
Raleigh, NC 27612  
919/782-7823

Gerald Miller, Ph.D.  
Program Specialist  
Employment Unit  
American Foundation for  
the Blind  
15 West 16th Street  
New York, NY 10011  
212/620-2037

James Mueller  
Industrial Designer  
Mueller and Zullo, Inc.

Richard Hollerith, FIDSA  
Industrial Designers Society  
of America  
P.O. Box 576  
Montville, NJ 07045  
201/263-2919

Robert H. Jones, M.D.  
Corporate Rehabilitation Cons  
Eastman Kodak Company  
1669 Lake Avenue  
Rochester, NY 14650  
716/477-6885

Dr. John H. Leslie, Jr.  
Vice Pres. of Operations &  
Research - Cerebral Palsy  
Research Foundation of  
Kansas, Inc.  
P.O. Box 8217  
Wichita, KS 67208  
316/688-1888

Dr. John W. Priest  
Assistant Professor  
Director of Ergonomics  
Div.  
Industrial Engineering  
Univ. of Texas at Arlington  
P.O. Box 19017  
Arlington, TX 76019  
817/273-3092

Federal Liaison  
Joseph Traub  
National Institute on  
Disability and Rehab. Resch.  
OSERS/Dept. of Education  
Room 3313/330 C St., SW  
Washington, DC 20202  
202/732-1189

WASHINGTON, D. C. 20210

## APPENDIX "C"

## "Fact Finding Projects"

This fiscal year's "Work Plan" is the first to be completed after our standing committee reorganization. With the development of our new standing committees and the enlisting of many new members, a heightened need exists for "fact finding" activities. As these new standing committees set their agendas for the coming years, they must begin with a solid foundation of information and research.

As a result, this fiscal year's "Work Plan" includes a large number of "fact finding" activities or projects. They include projects #1, #4, #5, #9, #15, and #35.

While these "fact finding" projects are individual activities serving specific standing committee objectives, they are ordered and organized so that they are coordinated to support and complement one another. Each project is designed to feed its findings into the next one so that a sequencing is achieved and duplication avoided. The purpose of this section is to set forth a coordinated plan for these "fact finding" activities.

) December, 1987 -- Project #35, "Consumer Input, A National Forum"... This project of the Disability and Employment Concerns Committee will begin the year long series of "fact finding" activities. The information collected during this session will be sure to focus on those subjects being addressed in more detail during later "fact finding" activities. The information collected will be studied by all other standing committees and will help to shape the agenda for the additional "fact finding" activities listed below.

) December, 1987 -- Project #1, "Carl D. Perkins Act Hearing"... This project is being spearheaded by the Employment Preparation Committee. The "Consumer Forum" project reported above will strive to document issues on this subject, as well as others, and communicate its findings to the leadership of the Employment Preparation Committee so that they can expand on this information with their more specialized hearing on the "Carl Perkins Vocational Education Act". Again, the information collected during this hearing will be shared and studied by the other standing committees involved in other "fact finding" endeavors.

3.) May, 1988 -- Project #5, "Supported Employment, A Forum"...This is another project of the Employment Preparation Committee. It will also study the findings of the "Consumer's Forum" held earlier in the year and strive to expand on the information collected on the subject of supported employment. The findings of this session will be communicated to the remaining "fact finding" activities.

4.) Spring, 1988 -- Project #4, "Employment Preparation, A Policy Study"... This extended research effort designed to document the employment preparation needs and issues facing people with disabilities will review the findings of the above "fact finding" activities for input. The preliminary findings of this research effort will be shared with the remaining "fact finding" projects listed below.

5.) Spring, 1988 -- Project #9, "Adult Preparation Strategies, Action Planning"... A specialized meeting model designed to help local communities organize their resources to better prepare their adults with disabilities for employment is being developed by the Employment Preparation Committee. It's an adult version of our youth "Pathways to Employment" meeting model. As this project begins to codify the basic issue areas that should be explored, the planners of this meeting model will review the results of our previous "fact finding" activities.

6.) Summer, 1988 -- Project #15, "Employment Policy Study"... A culminating effort for this fiscal year will be this major national seminar on prioritizing and defining the policy issues and programic needs of people with disabilities as they seek both employment and advancement. This consensus building activity will strive to clarify the Nation's agenda on this subject. As the Employment Policy Seminar's planning committee develops its content, the meeting's planners will study the results of previous "fact finding" projects.